

Declassified in Part - Sanitized Copy Approved for Release 2012/12/20  
CIA-RDP90-00998R000100050012-0

Mr. M,  
Has been sent to Division  
Chiefs for comments to you.

M.

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STAT *The only Division Chief who responded was*  
 *with the suggestion of*  
*"Manager of the Year" or "Public Administrator*  
*of the Year."*

STAT

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Re attached. "Instructor/  
Trainer of the Year"  
With as much declassified  
ting, would have more  
(rotational) ~~Sham~~ MT careerist


STAT

Date

17 October 1986

STAT

MEMORANDUM FOR:

  
O/D/OTE

FROM:

Chief  
Information Systems Training Division

SUBJECT:

Suggestions for Special Award

ISTD believes that the special award suggested by the DDA would be very beneficial. We feel that an award for a computer scientist or computer technician would have applicability across the Agency, although the majority of people who might be eligible would belong in the DDA. We believe that the eligibility criteria should be any Agency staff employee with three years Agency experience who is engaged in the practice of systems analysis and design, computer programming, database administration, or computer operations, either as a technical officer or as a manager.

The award criteria should be the individual's achievements related to the furtherance of the Agency's mission and their level of performance over the past three years. Non-Agency professional and technical activities and additional educational achievements should be considered. This would fit in with public service awards such as the Government Computer News Scholarship and the Information Resource Management Award.

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

[Redacted]

D-D/OTE

EXTENSION

NO.

DATE

7 October 1986

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

EXO

DD/OTE

D/OTE

2.

DDC

3.

CMO/OTE

4.

C/AD

5.

C/CTD

6.

C/ISTD

7.

C/ITD

8.

C/LDD

9.

C/LTD

10.

C/SACTD

11.

C/TSD

12.

D/CSI

13.

14.

15.

SUBJECT: Suggestions for a Special Award

2-15:

Any suggestions. Please forward ideas/comments to me by COB 15 October.

Anything in 2-15?

I want to report

D/OTE - see attached

FORM 1-79

610

USE PREVIOUS EDITIONS

DDA 86-1671

2 OCT 1986

NOTE TO:           Director of Communications  
                  Director of Finance  
                  Director of Information Services  
                  Director of Information Technology  
                  Director of Logistics  
                  Director of Medical Services  
                  Director of Personnel  
                  Director of Security  
                  Director of Training and Education

FROM:             William F. Donnelly  
                  Deputy Director for Administration

SUBJECT:           Suggestions for a Special Award

REFERENCE:        Memo for D/OP, via Multiple Addresses, from DDS&T,  
                  dated 15 August, Subject: New Award Proposal

1. Yesterday at our staff meeting I mentioned the possibility of a DDA-sponsored special award similar in concept to the attached DDS&T proposal. I'd like your thoughts on this idea.

2. What I had in mind was a career discipline award (or awards) for which DA personnel would be strong contenders, but one which was also broad enough to permit Agency-wide submissions. Perhaps a computer scientist or a contracting officer--but I'll leave the suggesting to you.

3. Please send me your thoughts in the next few weeks. If it seems like a good idea based on your comments then we'll go with it.

25X1

William F. Donnelly

Attachment:  
As Stated

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DDS&T-628-86

15 AUG 1986

MEMORANDUM FOR: Director of Personnel

VIA: Executive Director  
Deputy Director for Operations  
Deputy Director for Intelligence  
Deputy Director for Administration

FROM: R. E. Hineman  
Deputy Director for Science and Technology

SUBJECT: New Award Proposal

1. PROPOSAL: The Directorate for Science and Technology, in concert with the other directorates, proposes that two new Agency awards be established: one for the Engineer of the Year and the other for Scientist of the Year.

2. BACKGROUND: The production of finished intelligence is best described as a team endeavor requiring the contribution and continuing support of a variety of actors including collectors, processors, analysts, and general support personnel. While discouraging participation of any contributor can reduce the value of the product, we continue to inhibit development of a team psychology and encourage a parochial "them or us" attitude. Exemplary efforts have been made by management to turn this trend around. Programs such as the Exceptional Analyst Award foster a better understanding of the vital contribution made by the individual Agency officers and their components. However, there are large segments of our organization whose contributions and efforts are misunderstood and unheralded. One such segment, which is represented in each of the directorates, are scientists and engineers. The efforts of these people and the nature of the benefits the Agency derives from them need to be more widely recognized and understood. Fostering this recognition and understanding is the purpose of these proposed awards.

3. AWARD STRUCTURE: The differentiation of scientists and engineers will be the responsibility of the Career Service Board of each directorate. Each Career Service Board will select two candidates for each award. The

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SUBJECT: New Award Proposal

25X1 candidate's names will be forwarded to [redacted]  
25X1 [redacted]

per provisions in the Headquarters regulations. The lists of candidates will then be evaluated and ranked by a special board selected by the Executive Director and composed of officers from each of the directorates. The winning candidate in each category will receive a plaque and \$5,000 in a special award ceremony. The winning officer [redacted]

25X1 [redacted] will subsequently be the Agency candidate for appropriate inter-agency  
25X1 awards, such as the Federal Engineer of the Year Award sponsored by the Society of Professional Engineers or the Women in Science and Engineering Award.

4. ELIGIBILITY: Any Agency staff employee with three years' Agency experience who is engaged in the practice of an engineering or scientific discipline, either as a technical officer or manager, is eligible.

5. AWARD CRITERIA: The primary criteria for this award will be the individual's achievements related to the furtherance of the Agency's mission and their level of performance over the past three years. Other minor criteria will be their civil and humanitarian activities, non-Agency professional and technical activities, and educational achievements.

6. SCHEDULE: The following schedule will apply to processing of the awards:

- June: Request for nominees provided to all employees.
- July: Each office Career Service Board nominates two candidates to their individual directorates.
- August: Directorate Career Service Board selects two candidates for each award.
- September: Directorate candidates are submitted to the Agency board.
- November: Final selection is forwarded to the Executive Director.
- December: Inter-Agency award nominating letters signed by the DCI.

Adoption of this schedule will phase the Agency program with the inter-agency award nomination process.



SUBJECT: New Award Proposal

7. In order to provide for the initiation of these awards during the last quarter of this fiscal year, I request that you expedite the approval of these awards in the Honor and Merit Awards Board. I will be pleased to talk with you about these awards if you have any questions.

25X1

[Redacted Signature]

R. E. Hineman

CONCUR:

25X1

[Redacted Signature]

Deputy Director for Administration

27 Aug 86  
Date

25X1

[Redacted Signature]

Deputy Director for Intelligence

28 Aug 86  
Date

25X1

[Redacted Signature]

Deputy Director for Operations

8/9/86  
Date

APPROVED:

25X1

[Redacted Signature]

Executive Director

9 SEP 1986  
Date

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381696

FORM NO.  
7 - 79

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MFG 7-81

SEC. CL.		ORIGIN		CONTROL NO.	
CON		DDA		DDA 86-1671	
DATE OF DOC	DATE REC'D	DATE OUT	SUSPENSE DATE	CROSS REFERENCE OR POINT OF FILING	
2 OCT 86	3 OCT 86				
TO D/OTE FROM DDA SUBJ. Suggestions for a Special Award          1cc.				ROUTING	DATE SENT
				EXO	10/6
COURIER NO.				ANSWERED	NO REPLY
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